

JOB EVALUATION FOR THE ARMED FORCES



***FACTOR PLAN
AND
SCORING MATRICES***

*Amendments – Revisions to Factor Definitions Based on Judges Guidance Notes,
November 1999*

FACTOR 1 - KNOWLEDGE, SKILLS, EXPERIENCE

1A. Level of Knowledge, Skills, Experience

1. *Performance of straightforward tasks requiring a period of induction training.*
2. *Experience in more complex clerical or manual work and/or some team leader work. Satisfactory general education with GCSE success in literacy and numeracy and a range of subjects, (and/or equivalent in-Service training)*
3. *Experience in employment requiring application of more complex principles in support of, and as a key member of, a team and/or a junior supervisor role.*
4. *Practical training and experience in specific skills over a period of some years with further development of supervisory skills. Satisfactory general or technical education (including in-Service training) at and beyond GCSE higher levels, or accredited by BTEC.*
5. *Practical experience as a team leader of a small working group.*
6. *Wide experience in a specific field with some small autonomy. Good general technical education beyond GCSE (including in-Service training) accredited by BTEC, extending areas of competence.*
7. *Increased experience as a team leader or in a supervisory role with autonomy.*
8. *Extensive experience in a full supervisory role. Consolidated experience and training leading towards a management role.*
9. *Successful training and experience as a supervisor including delegated management tasks and/or project work. Accredited short course/part time training in management.*
10. *Broad experience in a specific field allied with a knowledge of other aspects of the organisation with extensive practical experience in a junior managerial role or equivalent advisory capacity. Full or part-time education after 18, in or out of Service, including successful completion of more advanced courses including BTEC and first degree or NVQ4.*
11. *Broad experience in a specific field and consolidated knowledge/practical experience of other aspects of the business with some personally delegated work for a middle/senior manager. Training and education extending an academic or technical discipline.*
12. *Broad knowledge of a specific division or function of the organisation associated with considerable practical experience. Academic qualification leading to a major professional qualification.*
13. *Broad knowledge of defence capabilities and management together with considerable practical experience and/or making a contribution to the long term success of some aspect of defence output.*
14. *Broad in-depth knowledge of the organisation, coupled with considerable practical experience at senior management level. Membership of a major professional institution.*
15. *Consolidated senior management experience with key training and management education to meet specific defence needs and requirements.*
16. *Mastery of a division or function of the organisation or breadth of knowledge and relevant experience to co-ordinate key functions and activities of the organisation at top management level, or to contribute to the co-ordination of an aspect of the organisation with another organisation within the group.*
17. *Experience at the most senior levels within an organisation, or in contributing to the co-ordination with other organisation.*
18. *Experience in top management of an organisation or in co-ordinating particular aspects of the different organisations across the group.*

1B Range of Application of the Level of knowledge, Skills and Experience at 1A

- a. *Primarily concerned with one routine activity.*
- b. *Concerned with broadly similar matters within a small working group*
- c. *Concerned with broadly similar matters which begin to extend beyond a medium sized group.*
- d. *Broadly similar matters involving some working with other parts of a significant operating group.*
- e. *Co-ordinating the work of several medium sized groups within a larger operating group.*
- f. *Similar matters within a larger operating group and leading to the co-ordination into a significant operating group*
- g. *Co-ordinating of larger groups within a significant operating group*
- h. *A variety of broadly similar matters across different significant working groups and/or into other divisions or functions of the organisation or a variety of dissimilar matters broadly within a division or function of the organisation.*
- i. *Extending the contribution to other divisions or functions with a full understanding of the interdependence of the separate units.*
- j. *A wide variety of somewhat dissimilar matters across different divisions or functions of the organisation or co-ordination of a variety of dissimilar matters within a division or function.*
- k. *Contributing to the strategic development of the UK Defence in a significant way.*
- l. *Co-ordination of a wide variety of dissimilar matters across different functions or divisions of the organisation.*
- m. *Co-ordination of the work of two or more organisations within the group or of a function across the group.*

Working group sizes - personnel

- *Small working group - as few as 3 or up to 8 -10 people*
- *Medium working group - up to 30 people.*
- *Larger operating group - up to 100 people.*
- *Significant operating group - up to 500 or 600 people*

FACTOR 1

KNOWLEDGE, SKILLS, EXPERIENCE

		1B												
		a	b	c	d	e	f	g	h	i	j	k	l	m
1A	1	80	104	<i>110</i>	116	<i>122</i>	128	<i>134</i>	140	<i>146</i>	152	<i>158</i>	164	170
	2	104	110	<i>116</i>	122	<i>128</i>	134	<i>140</i>	146	<i>152</i>	158	<i>164</i>	170	176
	3	<i>110</i>	<i>116</i>	<i>122</i>	<i>128</i>	<i>134</i>	<i>140</i>	<i>146</i>	<i>152</i>	<i>158</i>	<i>164</i>	<i>170</i>	<i>176</i>	<i>180</i>
	4	116	122	<i>128</i>	134	<i>140</i>	146	<i>152</i>	158	<i>164</i>	170	<i>176</i>	180	190
	5	<i>122</i>	<i>128</i>	<i>134</i>	<i>140</i>	<i>146</i>	<i>152</i>	<i>158</i>	<i>164</i>	<i>170</i>	<i>176</i>	<i>180</i>	<i>190</i>	<i>200</i>
	6	128	134	<i>140</i>	146	<i>152</i>	158	<i>164</i>	170	<i>176</i>	180	<i>190</i>	200	210
	7	<i>134</i>	<i>140</i>	<i>146</i>	<i>152</i>	<i>158</i>	<i>164</i>	<i>170</i>	<i>176</i>	<i>180</i>	<i>190</i>	<i>200</i>	<i>210</i>	<i>220</i>
	8	140	146	<i>152</i>	158	<i>164</i>	170	<i>176</i>	180	<i>190</i>	200	<i>210</i>	220	240
	9	<i>146</i>	<i>152</i>	<i>158</i>	<i>164</i>	<i>170</i>	<i>176</i>	<i>180</i>	<i>190</i>	<i>200</i>	<i>210</i>	<i>220</i>	<i>240</i>	<i>260</i>
	10	152	158	<i>164</i>	170	<i>176</i>	180	<i>190</i>	200	<i>210</i>	220	<i>240</i>	260	280
	11	<i>158</i>	<i>164</i>	<i>170</i>	<i>176</i>	<i>180</i>	<i>190</i>	<i>200</i>	<i>210</i>	<i>220</i>	<i>240</i>	<i>260</i>	<i>280</i>	<i>300</i>
	12	164	170	<i>176</i>	180	<i>190</i>	200	<i>210</i>	220	<i>240</i>	260	<i>280</i>	300	350
	13	<i>170</i>	<i>176</i>	<i>180</i>	<i>190</i>	<i>200</i>	<i>210</i>	<i>220</i>	<i>240</i>	<i>260</i>	<i>280</i>	<i>300</i>	<i>350</i>	<i>400</i>
	14	176	180	<i>190</i>	200	<i>210</i>	220	<i>240</i>	260	<i>280</i>	300	<i>350</i>	400	450
	15	<i>180</i>	<i>190</i>	<i>200</i>	<i>210</i>	<i>220</i>	<i>240</i>	<i>260</i>	<i>280</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>	<i>500</i>
	16	190	200	<i>210</i>	220	<i>240</i>	260	<i>280</i>	300	<i>350</i>	400	<i>450</i>	500	550
	17	200	210	<i>220</i>	240	<i>260</i>	280	<i>300</i>	350	<i>400</i>	450	<i>500</i>	550	600
	18	-	-	-	-	-	-	-	400	<i>450</i>	500	<i>550</i>	600	650

FACTOR 2 - COMPLEXITY AND MENTAL CHALLENGE

2A Complexity

1. *Work is confined to a limited range of routine tasks.*
2. *Work is still routine in nature, but varied number of tasks*
3. *Some greater variation, often in a changing context.*
4. *Some problems are met, and some are not routine.*
5. *More problems, or less routine, often in a changing context.*
6. *Solutions to problems primarily within one discipline or general activity.*
7. *Some small amount of problems in another discipline.*
8. *Solutions to problems which extend beyond one discipline.*
9. *Most of the problems met are outside one discipline.*
10. *Solutions to complex problems frequently outside one discipline and direct experience requiring application where appropriate of researched and newly assimilated knowledge.*
11. *Complex problems at the highest level are an integral part of the job requiring rapid assimilation of new knowledge and balance of outcomes.*

2B Mental Challenge

- a. *The job holder is required to keep to established procedures (probably by rote).*
- b. *Acting entirely within previous experience and precedents (and no longer 100% by rote).*
- c. *Some interpretation of precedent needed.*
- d. *Using precedent and experience to solve new and/or unusual problems regularly.*
- e. *Meeting new problems by building on precedent and practical experience often where reference to others is not practicable.*
- f. *Adaptive thinking within a specific discipline requiring improvement and development of techniques and methods.*
- g. *Applying adaptive thinking as a significant part of the job on a regular basis.*
- h. *Innovate thinking within the same or similar disciplines applied to problems which lie outside previous experience and precedents.*
- i. *Using innovative attitudes and techniques for a large part of the job and overseeing others making their innovative contribution.*
- j. *Imaginative and interpretative thinking, reading a situation, finding solutions to new problems, initiating new ideas, identifying and developing new opportunities within a division or function of the organisation. .*
- k. *Required to contribute across the organisation, working alone or with others on strategic developments.*
- l. *Creative thinking, spotting new opportunities, initiating ideas and action to develop one or more organisation and to achieve group objectives (i.e. in response to Defence Management Plan).*
- m. *Contributing to the co-ordination of the several organisations and the direction of the group as a whole.*

FACTOR 2

COMPLEXITY AND MENTAL CHALLENGE

2B →

	a	b	<i>c</i>	d	<i>e</i>	f	<i>g</i>	h	<i>i</i>	j	<i>k</i>	l	m
2A ↓ 1	1	5	<i>10</i>	18	<i>28</i>	38	<i>52</i>	66	<i>80</i>	96	<i>110</i>	130	-
2	4	8	<i>16</i>	28	<i>38</i>	52	<i>66</i>	80	<i>96</i>	110	<i>130</i>	150	-
3	<i>8</i>	<i>14</i>	<i>24</i>	<i>36</i>	<i>50</i>	<i>62</i>	<i>76</i>	<i>88</i>	<i>104</i>	<i>120</i>	<i>140</i>	<i>160</i>	-
4	14	24	<i>36</i>	48	<i>60</i>	70	<i>80</i>	96	<i>110</i>	130	<i>150</i>	170	-
5	<i>24</i>	<i>34</i>	<i>44</i>	<i>56</i>	<i>66</i>	<i>76</i>	<i>88</i>	<i>104</i>	<i>120</i>	<i>140</i>	<i>160</i>	<i>180</i>	-
6	34	40	<i>50</i>	60	<i>70</i>	80	<i>94</i>	110	<i>130</i>	150	<i>170</i>	190	210
7	<i>40</i>	<i>46</i>	<i>56</i>	<i>66</i>	<i>76</i>	<i>88</i>	<i>104</i>	<i>120</i>	<i>140</i>	<i>160</i>	<i>180</i>	<i>200</i>	<i>220</i>
8	46	50	<i>60</i>	70	<i>80</i>	94	<i>110</i>	130	<i>150</i>	170	<i>190</i>	210	240
9	<i>50</i>	<i>56</i>	<i>66</i>	<i>76</i>	<i>88</i>	<i>104</i>	<i>120</i>	<i>140</i>	<i>160</i>	<i>180</i>	<i>200</i>	<i>230</i>	<i>260</i>
10	56	60	<i>70</i>	80	<i>96</i>	110	<i>130</i>	150	<i>170</i>	190	<i>210</i>	240	280
11	60	70	<i>80</i>	96	<i>110</i>	130	<i>150</i>	170	<i>190</i>	210	<i>240</i>	270	300

FACTOR 3 - JUDGEMENT AND DECISION

3A Level of Judgement and Decision

1. *All work is covered by standard instructions.*
2. *Decisions involving checks against well defined standards and practices. Some small scope for variation but all questionable matters are referred to a superior for decision.*
3. *Small scope of variation with some minor questionable matters dealt with directly.*
4. *Checks against standards and practices. Scope of variation with reference to a superior for confirmation.*
5. *Only the most important matters are reported to a superior.*
6. *Work within general objectives, targets and practice defined by others. Refers to higher authority on more important judgements and decisions and matters falling outside own sphere of activity.*
7. *Sets local objectives and targets to fulfil others' requirements for own and subordinate groups.*
8. *Participates in setting operational objectives and targets. Refers to higher authority judgements and decisions which fall outside agreed objectives or own functional authority.*
9. *Responsible for setting wider operational objectives and targets. Refers to higher authority judgements and decisions which fall outside agreed objectives or own functional authority.*
10. *Provides input to the organisation's policy and sets objectives. Consults higher authority on matters which affect policy and require approval of the operational board or management committee.*
11. *Contributes at the operational board or management committee where own and colleagues' targets and objectives are being set.*
12. *Responsible for policy determination for the organisation and decisions within broad policy framework. Major issues or change in direction are subject only to Executive Committee or Main Board approval.*
13. *Contributes at Main Board to policy determination for the whole group and has accountability and responsibility for a major division or function.*

3B Impact upon the success of the organisation

- a. *Work is closely supervised and checked.*
- b. *Mostly confined to own small or medium sized working group.*
- c. *Affects adjacent small working groups.*
- d. *Mostly within own small or medium sized working group within a larger operating group.*
- e. *Affects other medium sized working groups.*
- f. *Decisions have some effect on other larger working groups in the same significant operating group in a division of the organisation.*
- g. *Decisions and actions affect the whole significant operating group and begin to impact on others; impact on whole organisation limited.*
- h. *Advice and actions which extend to some degree to other significant operating groups in a division of the organisation - overall impact moderate.*
- i. *Advice and actions which affect the whole division or function - overall impact reaching a significant level.*
- j. *Advice and actions which cause other divisions or functions within the organisation to react - overall impact significant.*
- k. *Advice and actions which begin to impact significantly on the whole organisation or a function across the group.*
- l. *Advice and actions which impinge on policy and affect the organisation as a whole - overall impact high.*
- m. *Advice and actions which will affect other organisations within the group.*
- n. *Advice and actions which have major impact on the organisation and its future well being, or on a major function.*
- o. *Advice and actions which have immediate effect on the whole organisation, but constrained by the main board.*
- p. *Advice and action which will have significant effect across the organisations in the group.*

FACTOR 3

JUDGEMENT AND DECISION

3B →

		a	b	c	d	e	f	g	h	I	j	k	l	m	n	o	p
3A	1	2	4	<i>10</i>	20	<i>30</i>	44	<i>56</i>	66	<i>80</i>	<i>90</i>	<i>100</i>	110	<i>120</i>	130	140	-
	2	4	10	<i>20</i>	30	<i>44</i>	56	<i>66</i>	80	<i>90</i>	100	<i>110</i>	120	<i>130</i>	140	150	-
	3	<i>10</i>	<i>20</i>	<i>30</i>	<i>44</i>	<i>56</i>	<i>66</i>	<i>80</i>	<i>90</i>	<i>100</i>	<i>110</i>	<i>120</i>	<i>130</i>	<i>140</i>	<i>150</i>	<i>160</i>	-
	4	20	30	<i>44</i>	56	<i>66</i>	80	<i>90</i>	100	<i>110</i>	120	<i>130</i>	140	<i>150</i>	160	170	-
	5	<i>30</i>	<i>44</i>	<i>56</i>	<i>66</i>	<i>80</i>	<i>90</i>	<i>100</i>	<i>110</i>	<i>120</i>	<i>130</i>	<i>140</i>	<i>150</i>	<i>160</i>	<i>170</i>	<i>180</i>	-
	6	44	56	<i>66</i>	80	<i>90</i>	100	<i>110</i>	120	<i>130</i>	140	<i>150</i>	160	<i>170</i>	180	200	-
	7	<i>56</i>	<i>66</i>	<i>80</i>	<i>90</i>	<i>100</i>	<i>110</i>	<i>120</i>	<i>130</i>	<i>140</i>	<i>150</i>	<i>160</i>	<i>170</i>	<i>180</i>	<i>200</i>	<i>220</i>	-
	8	66	80	<i>90</i>	100	<i>110</i>	120	<i>130</i>	140	<i>150</i>	160	<i>170</i>	180	<i>200</i>	220	260	300
	9	<i>80</i>	<i>90</i>	<i>100</i>	<i>110</i>	<i>120</i>	<i>130</i>	<i>140</i>	<i>150</i>	<i>160</i>	<i>170</i>	<i>180</i>	<i>200</i>	<i>220</i>	<i>260</i>	<i>300</i>	<i>340</i>
	10	90	100	<i>110</i>	120	<i>130</i>	140	<i>150</i>	160	<i>170</i>	180	<i>200</i>	220	<i>260</i>	300	340	380
	11	<i>100</i>	<i>110</i>	<i>120</i>	<i>130</i>	<i>140</i>	<i>150</i>	<i>160</i>	<i>170</i>	<i>180</i>	<i>200</i>	<i>220</i>	<i>260</i>	<i>300</i>	<i>340</i>	<i>380</i>	<i>420</i>
	12	110	120	<i>130</i>	140	<i>150</i>	160	<i>170</i>	180	<i>200</i>	220	<i>260</i>	300	<i>340</i>	380	420	460
	13	120	130	<i>140</i>	150	<i>160</i>	170	<i>180</i>	200	<i>220</i>	260	<i>300</i>	340	<i>380</i>	420	460	500

FACTOR 4 - USE OF RESOURCES (PERSONNEL; EQUIPMENT; BUDGETS ETC)

4A Level of Supervision of Resources

1. *Limited or no responsibility for people or resources.*
2. *Supervisory responsibility for a small working group or a limited amount of resources.*
3. *A supervisory role for people in a larger operating group or of an amount or range of resources.*
4. *A full supervisory role often involving a larger quantity of resources and/or with a longer term effect.*
5. *A senior supervisory role of people or resources working to other's instructions.*
6. *Junior management of people or resources operating above supervisor level and/or as a sole specialist.*
7. *A management role of larger number of people or significant resources.*
8. *Middle management of the organisation operating below and usually subordinate to a job holder in level 10 below.*
9. *Middle management usually reporting to a head of division or function.*
10. *Senior management of the organisation responsible to either the head of a major division/function or to a director of the organisation.*
11. *Senior management responsible often for a minor function or smaller division.*
12. *Head of a major division or function, operating at policy making level, or a director.*
13. *Head of a large division or major function.*
14. *Executive director of a division or function of the organisation or working in a contributory role across the group.*
15. *Executive director with a major line responsibility and contributing significantly across the group.*
16. *Head of an organisation or executive director working across the group in a co-ordinating way.*
17. *In charge of the group.*

4B Influence

- a. *Primarily advisory or supportive to management: the basic producer.*
- b. *Job holder has freedom to act in non-routine work, subject to clear limits, or personally responsible for decisions within clearly defined limits.*
- c. *Job holder makes decisions which can influence the success of a larger operating group.*
- d. *Job holder has authority to act independently of close control and/ or commit others to action, and is accountable for their performance.*
- e. *Job holder makes independent decisions and is responsible for the performance of other working/operating groups.*
- f. *Significant line responsibility or provision of specialised advice which can have indirect but significant effect on results of the organisation.*
- g. *Even greater line responsibility or provision of specialised advice with increasing direct effect on results of the organisation.*
- h. *Primarily line responsibility where effective leadership and personal actions/decisions have a direct effect on results of the organisation as a whole.*
- i. *Effective leadership and personal actions/decisions have major effect across aspects of the different organisations in the group.*
- j. *Effective leadership and actions which will have major effect upon the group as a whole.*

FACTOR 4

USE OF RESOURCES

4B →

		a	b	c	d	e	f	g	h	i	j
4A ↓	1	1	4	<i>8</i>	12	<i>16</i>	22	<i>28</i>	34	40	-
	2	4	8	<i>12</i>	16	<i>22</i>	28	<i>34</i>	40	50	-
	3	<i>8</i>	<i>14</i>	<i>18</i>	<i>26</i>	<i>30</i>	<i>36</i>	<i>42</i>	<i>50</i>	<i>60</i>	-
	4	14	20	<i>28</i>	32	<i>40</i>	48	<i>54</i>	60	76	-
	5	<i>20</i>	<i>30</i>	<i>34</i>	<i>42</i>	<i>50</i>	<i>60</i>	<i>68</i>	<i>76</i>	<i>92</i>	-
	6	30	36	<i>44</i>	52	<i>60</i>	70	<i>82</i>	92	110	-
	7	<i>36</i>	<i>46</i>	<i>56</i>	<i>66</i>	<i>76</i>	<i>86</i>	<i>98</i>	<i>110</i>	<i>126</i>	-
	8	46	60	<i>70</i>	80	<i>92</i>	102	<i>114</i>	126	150	-
	9	<i>60</i>	<i>72</i>	<i>84</i>	<i>96</i>	<i>108</i>	<i>122</i>	<i>136</i>	<i>150</i>	<i>174</i>	-
	10	72	84	<i>100</i>	114	<i>130</i>	144	<i>160</i>	174	208	-
	11	<i>84</i>	<i>102</i>	<i>120</i>	<i>136</i>	<i>154</i>	<i>172</i>	<i>190</i>	<i>208</i>	<i>240</i>	-
	12	102	120	<i>138</i>	158	<i>180</i>	200	<i>220</i>	240	284	340
	13	<i>120</i>	<i>146</i>	<i>168</i>	<i>192</i>	<i>216</i>	<i>240</i>	<i>260</i>	<i>284</i>	<i>340</i>	<i>390</i>
	14	146	170	<i>198</i>	224	<i>250</i>	276	<i>302</i>	340	390	460
	15	<i>170</i>	<i>200</i>	<i>230</i>	<i>260</i>	<i>290</i>	<i>320</i>	<i>360</i>	<i>390</i>	<i>460</i>	<i>530</i>
	16	200	240	<i>270</i>	300	<i>340</i>	380	<i>420</i>	460	530	600
	17	240	270	<i>300</i>	340	<i>380</i>	420	<i>460</i>	530	600	700

FACTOR 5 - COMMUNICATION

5A Level of Internal Communication

0. *Little or no communication except with colleagues.*
1. *Mostly with immediate colleagues, inc. team leader, in the small working group.*
2. *Mostly with team leaders, some higher level contact in a medium sized group.*
3. *Mostly at supervisory level.*
4. *Mostly with other supervisors, some contact with larger operating group management.*
4. *Mostly at junior management level; at larger operating group level.*
5. *Mostly with other junior managers and supervisors; some contact into a significant operating group.*
7. *Mostly at middle management level; in a significant operating group, division or function.*
8. *A large amount of communication with senior management.*
9. *Mostly at senior management level; beyond a significant operating group.*
10. *Some large amount of communication with heads of divisions or functions.*
11. *Mostly at head of major division or function or organisation director level.*
12. *Communication with own division or function as well as some top management.*
13. *Mostly at top management level of the organisation.*

5B External Communication

- L** *Up to 40% of all communication is external and involves dealings with those who do not share the same aims as the Job Holder's organisation.*
- M** *40% – 60% of all communication is external and involves dealings with those who do not share the same aims as the Job Holder's organisation.*
- H** *More than 60% of all communication is external and involves dealings with those who do not share the same aims as the Job Holder's organisation.*

5C Significance of Communication

- z. *Occasional communication on basic job matters. (Not Used)***
- a. *Communicating on routine matters.***
- b. *Understanding and acting upon clear instructions and directions.***
- c. *Receiving and giving information, providing explanations on moderately complicated matters.***
- d. *Understanding and interpreting advice and instructions for use by others.***
- e. *Contributing to basic level negotiations, providing explanations on complex matters and influencing by persuasion.***
- f. *Understanding and interpreting into instructions for independent action through a sub-ordinate chain of management.***
- g. *Handling complex negotiations, presenting well reasoned, convincing cases on complex matters where the successful influence of people is of significant importance.***
- h. *Complex and difficult negotiations supported by others to further the organisation's development.***
- i. *Handling complex and difficult negotiations and communications where the proper handling of contacts and the successful influencing of people can be of major importance to the organisation or group.***

FACTOR 5

COMMUNICATION

5B

5A
5B

		<i>z</i>	<i>a</i>	<i>b</i>	<i>c</i>	<i>d</i>	<i>e</i>	<i>f</i>	<i>g</i>	<i>h</i>	<i>I</i>
0	L	20	24	28	34						
	M	24	28	32	38						
	H	28	32	36	42						
1	L	26	30	34	38	48	50	54	58	64	68
	M	32	36	40	44	54	58	64	68	74	80
	H	38	44	50	56	64	68	74	80	88	94
2	L	30	36	42	46	51	54	59	63	69	74
	M	35	41	47	53	59	63	68	74	81	87
	H	42	48	54	62	69	74	81	87	95	102
3	L	36	42	46	50	54	58	64	68	74	80
	M	44	50	54	58	64	74	77	80	88	94
	H	50	58	64	68	74	80	88	94	102	110
4	L		47	51	54	59	63	69	74	81	87
	M		54	59	63	69	74	81	87	95	102
	H		63	69	74	81	87	95	102	111	119
5	L		50	54	58	64	68	74	80	88	94
	M		58	64	68	74	80	88	94	102	110
	H		68	74	80	88	94	102	110	120	128
6	L		54	59	63	69	74	81	87	95	102
	M		63	69	74	81	87	95	102	111	119
	H		74	81	87	95	102	108	119	129	138
7	L		58	64	68	74	80	88	94	102	110
	M		68	74	80	88	94	102	110	120	128
	H		80	88	94	102	110	120	128	138	148
8	L		63	69	74	81	87	95	102	111	119
	M		74	81	87	95	102	108	119	129	138
	H		87	95	102	111	119	129	138	149	159
9	L		68	74	80	88	94	102	110	120	128
	M		80	88	94	102	110	120	128	138	148
	H		94	102	110	120	128	138	148	160	170
10	L		74	81	87	95	102	108	119	129	138
	M		87	95	102	111	119	129	138	149	159
	H		102	111	119	129	138	149	159	171	182
11	L		80	88	94	102	110	120	128	138	148
	M		94	102	110	120	128	138	148	160	170
	H		110	120	128	138	148	160	170	182	194
12	L		87	95	102	111	119	129	138	149	159
	M		102	111	119	129	138	149	159	171	182
	H		119	129	138	149	159	171	182	195	207
13	L		94	102	110	120	128	138	148	160	170
	M		110	120	128	138	148	160	170	182	194
	H		128	138	148	160	170	182	194	208	220

FACTOR 6 - WORKING CONDITIONS

6A Health and Safety

1. *Little abnormal exposure to health and safety risks.*
2. *Irregular exposure to health and safety risks.*
3. *Frequent exposure to moderate levels of risk in a controlled environment with adequate health and safety procedures or occasional exposure to high levels of risk.*
4. *Irregular exposure to high levels of risk to self and others or where there is a debilitating illness risk.*
5. *Regular exposure to risks that present an immediate potential danger to self and others or to situations where there is a recognised risk of developing a long-term debilitating occupational illness.*

6B Bodily Constraints


- L. *Not usually required to adopt uncomfortable working postures or wear protective apparel.*
- L+ *Required to wear protective apparel and/or adopt uncomfortable working posture as part of the normal pattern of work.*
- M. *Regularly required to wear protective apparel and/or regularly adopt and/or uncomfortable working posture.*
- M+ *Required to wear severely constraining protective apparel or equipment and/or adopt a temporarily debilitating working posture as part of the normal pattern of work.*
- H. *Regularly required to wear severely constraining protective apparel or equipment and regularly adopt a temporarily debilitating working posture.*

6C Physical Environment

- a) *Little unprotected exposure to the weather, abnormal physical conditions or climate, wetness or dirty materials at the workplace.*
- b) *Exposure to weather, abnormal physical conditions or climate, wetness or dirty materials at the workplace, as part of the normal patter of work.*
- c) *Frequent unprotected exposure to weather, wetness, dirty materials or abnormally uncomfortable physical conditions or climate at the workplace.*
- d) *Irregular exposure to temporarily debilitating physical conditions or climate or at the work place and/or handling dirty, wet or hazardous materials.*
- e) *Daily exposure to temporarily debilitating physical conditions or climate at the work place and/or handling wet, dirty or hazardous materials.*

FACTOR 6

WORKING CONDITIONS

		6B	6C 				
			a	b	c	d	e
6A	1	L	0	<i>4</i>	8	<i>12</i>	16
		M	8	<i>12</i>	16	<i>20</i>	24
		H	16	<i>20</i>	24	<i>28</i>	32
	2	L	4	<i>8</i>	12	<i>16</i>	20
		M	12	<i>16</i>	20	<i>24</i>	28
		H	20	<i>24</i>	28	<i>32</i>	36
	3	L	8	<i>12</i>	16	<i>20</i>	24
		M	16	<i>20</i>	24	<i>28</i>	32
		H	24	<i>28</i>	32	<i>36</i>	40
	4	L	12	<i>16</i>	20	<i>24</i>	28
		M	20	<i>24</i>	28	<i>32</i>	36
		H	28	<i>32</i>	36	<i>40</i>	44
	5	L	16	<i>20</i>	24	<i>28</i>	32
		M	24	<i>28</i>	32	<i>36</i>	40
		H	32	<i>36</i>	40	<i>44</i>	48